

1 ROBERT H. PHILIBOSIAN, CBN 41515
2 DOUGLAS R. HART, CBN 115673
3 RONDA D JAMGOTCHIAN, CBN 200236
4 SHEPPARD, MULLIN, RICHTER &
5 HAMPTON LLP
6 A Limited Liability Partnership, IPC
7 333 South Hope Street, 48th Floor
8 Los Angeles, California 90071-1448
9 Telephone: (213) 620-1780
10 Facsimile: (213) 620-1398
11 Email: dhart@sheppardmullin.com

12 ROBERT E. KALUNIAN, Acting Cnty Cnsl
13 MANUEL A. VALENZUELA, CBN 60103
14 MARY WICKHAM, CBN 145664
15 OFFICE OF COUNTY COUNSEL
16 COUNTY OF LOS ANGELES
17 500 West Temple Street
18 Los Angeles, California 90012
19 Telephone: (213) 974-1904

20 Attorneys for Defendants

DENNIS M. HARLEY, CBN 57230
DENNIS M. HARLEY, A LAW
CORPORATION
510 South Marengo Avenue
Pasadena, California 91101
Telephone: (626) 796-7555
Fax: (626) 577-0124
Email: dharleylaw@aol.com

DELLA BAHAN, CBN 88649
BAHAN & ASSOCIATES, INC.
125 University Avenue, Suite 120
Berkeley, CA 94710
Telephone: (510) 845-0740
Fax: (510) 845-3634
Email: db@bahanlaw.com

Attorneys for Plaintiffs

17 **UNITED STATES DISTRICT COURT**
18 **CENTRAL DISTRICT OF CALIFORNIA**

20 SUSAN L. BOUMAN, et al.,
21 Plaintiffs,
22
23 v.
24 LEROY D. BACA, et al.,
25 Defendants.
26

Case No. CV 80-1341 TJH

**ORDER RE: JOINT REPORT OF
FULL AND FINAL COMPLIANCE
REGARDING THE DEVELOPMENT
AND IMPLEMENTATION OF A
LAWFUL SEXUAL HARASSMENT
POLICY**

ORDER

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1. On August 2, 1993, the Court ordered Defendants Sheriff Leroy D. Baca, the Los Angeles County Sheriff’s Department, and the County of Los Angeles (collectively “Defendants” or “Department”) to “implement and enforce a policy regarding sexual harassment which shall comply fully with the requirements of both federal and state law.” Defendants were also required to post the sexual harassment policy “at each location where employees are located,” and ensure that each Department member received a copy of the policy and signed for its receipt.

2. On July 17, 1997, the Court ordered Defendants to “publish a lawful sexual harassment policy. forthwith and to post such, administer such, and have each member of the Department sign for a copy.”

3. In February 1999, the Court ordered, among other things, that “[D]efendants will rewrite and submit for the Court’s approval a lawful sexual harassment policy,” and would “us[e] the services of an expert to assist in the preparation of a lawful harassment policy.”

4. On July 20, 2001, the Court approved the Department's sexual harassment policy entitled the “Policy of Equality and Associated Procedures” (the “Policy”), found that it constituted a lawful sexual harassment policy in compliance with the Court’s July 1997 Order, and ordered its implementation. At that same time, the Court ordered Defendants to submit a status report within 90 days, updating the Court on progress made toward the implementation of the Policy, and setting forth a timeline specifying the date on which Defendants would “return to the Court for a final determination of compliance with its orders.” In October 2001,

1 Defendants submitted their status report, and in October 2002, the parties filed a
2 Joint Status Report, advising the Court of the status of the Policy and related issues.

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4 5. On January 5, 2007, Defendants filed a “Motion For Final
5 Determination of Compliance Regarding the Development and Implementation of a
6 Lawful Sexual Harassment Policy.” On January 8, 2007, Plaintiffs Susan L.
7 Bouman, et al., filed a Motion for Declaration of Non-Compliance Regarding
8 Development and Implementation of a Lawful Sexual Harassment Policy.

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10 6. On September 13, 2007, the Court entered an order which,
11 among other things: (1) provided for an additional two-year period of monitoring in
12 the sexual harassment portion of the case; and (2) set forth the specific steps
13 required to effectuate the termination of the sexual harassment portion of the case.
14 The Court further ordered that if Defendants satisfied those remaining obligations,
15 the Equity portion of the case would be extinguished on September 12, 2009.

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17 7. On September 11, 2009, the parties submitted a “Joint Report of
18 Full and Final Compliance Regarding the Development and Implementation of a
19 Lawful Sexual Harassment Policy” (the “Joint Report”). In the Joint Report, the
20 parties assert that Defendants have successfully fulfilled all of their obligations
21 regarding the sexual harassment portion of the case, as set forth in the Judgment,
22 Amended Judgment, Consent Decree and related Court Orders, as evidenced by,
23 *inter alia*, Equity Status Reports filed by Defendants each month since September
24 2007.

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HAVING READ AND CONSIDERED THE PARTIES' JOINT REPORT, AND FOR CAUSE SHOWN, IT IS HEREBY ORDERED THAT Defendants have fully complied with all of their obligations regarding the sexual harassment portion of the case, as set forth in the Judgment, Amended Judgment, Consent Decree, and related Court Orders, and that Defendants shall have no further obligations to Class Counsel, the Class Monitor, or the Court with respect thereto. Accordingly, it is further ordered that the sexual harassment portion of the case, as set forth in the Judgment, Amended Judgment, Consent Decree, and related Court Orders, is hereby terminated, and all of Defendants' obligations thereunder are hereby extinguished.^{1,2}

IT IS SO ORDERED.

Dated: September 21, 2009


THE HONORABLE TERRY HATTER, JR.,
UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

¹ The Entry Level order dated April 3, 2008, and the Coveted order dated July 30, 2008, remain in full force and effect.

² Except to the extent specifically modified herein or in other Court Orders, the Judgment, Amended Judgment, Third Amended Consent Decree, and related Court orders remain in full force and effect.